

California Privacy Notice

Effective Jan. 1, 2023, California employers are required to comply with the [California Privacy Rights Act of 2020 \(CPRA\)](#). The CPRA requires employers to inform individuals who reside in California about the employment-related personal information (PI) collected by the employer and how that data is used.

PI is information that can reasonably be used to identify an individual but does not include information lawfully made available from a federal, state or local government or information that is deidentified or aggregated.

Examples of PI include:

- Employee's full legal name
- Personal phone numbers
- Personal mailing address
- Personal e-mail address
- Photos or recordings
- IP address

Sensitive personal information is a subset of PI and includes an individual's:

- Social Security, driver's license, state identification card or passport number
- Direct Deposit account information
- Racial or ethnic origin
- Mail, e-mail and text messages, unless the business is the intended recipient of the communication
- Genetic data
- Biometric information that uniquely identifies an employee or information about an employee's health, sex life or sexual orientation

PI is shared only with companies that have been approved by Simplicity as a recipient of organizational PI for necessary business purposes and from which Simplicity has received confirmation of their data protection practices. Vendors include external providers of services to the company. No PI information can be transmitted to any vendor in any method unless the vendor has been approved by Simplicity for the receipt of such information.

Personal Information will be retained as required by law for 3 years after employment has terminated.

In accordance with California law, employees also have the following rights:

- The right to delete personal information collected from them with the exception of PI maintained to comply with Simplicity's legal obligations
- The right to know what personal information has been collected about them and how it is used and shared
- The right to correct inaccurate personal information that Simplicity has about them

- The right to limit the use and disclosure of sensitive personal information collected about them
- The right to seek damages for breach of certain sensitive data
- The right to not be retaliated against for exercising any rights under the CPRA

When an individual in California makes a request covered by the CPRA, Simplicity will verify the individual's identity, acknowledge the request within 10 days and respond to the request within 45 days.